

D. Superintendent's Resolution 018-2020-SMV/02

CORPORATE SUSTAINABILITY REPORT (10180)

Name:

Credicorp Ltd.

Fiscal year:

2024

Web Page:

<https://credicorp.gcs-web.com/>

Name or company name of the reviewing firm:¹

No external audit

RPJ

B60051

¹ It is only applicable in the event that the information contained in this report has been reviewed by a specialized company (e.g. audit firm or consulting firm).

I. ENVIRONMENT AND CLIMATE CHANGE

Environmental Policy:

Question 1

	Yes	No	Explanation:
<p><i>Does the company have an environmental policy or management system that includes environmental commitments?</i></p>	X		<p>We have an Environmental Policy at Credicorp, which establishes the framework for planning and implementing actions for the continuous improvement of environmental performance and the management of direct and indirect impacts in the operations of our subsidiaries, including the reduction of our operational carbon footprint.</p> <p>Additionally, we have other complementary policies relevant to environmental issues:</p> <ul style="list-style-type: none"> - Credicorp Sustainability Policy (2022) - Credicorp Corporate Policy on Responsible and Sustainable Investments (2022) - BCP Internal Credit Policy on ESG Risks (2023)

a. If the answer to question 1 is yes, indicate the name of the document evidencing the management policy or system adopted by the company, the date of approval and the year since its implementation:

Name of the document	Date of approval	Year of implementation
Credicorp Environmental Policy	4/11/2024	2021

b. If the answer to question 1 is yes, please specify:

	Yes	No	Explanation:
<p><i>Has such environmental policy or management system been approved by the Board of Directors?</i></p>	X		<p>The policy was approved in the Board of Directors meeting on November 25, 2021, and was recently updated on November 4, 2024.</p>

<p><i>Has this environmental policy or management system included risk management, identification and measurement of the environmental impacts of your operations related to climate change (*)?</i></p>	X	<p>At the operational level, environmental issues have been incorporated in the ESG risk integration initiative within the risk management framework and in the reduction of the environmental impact of our operations.</p>
<p><i>Does the company have an annual report evaluating the results of its environmental policy, which has been brought to the attention of the Board of Directors?</i></p>	X	<p>We generate a Sustainability Report, which shows the results of our environmental management. This document is reviewed by the Board and approved by the General Shareholders' Meeting. Additionally, we publish a report within the framework of the Task Force for Climate-related Financial Disclosures (TCFD). In this report, we provide detailed information on the most relevant topics relative to our governance and climate change management; this report is approved by the Board's Sustainability Committee.</p>

(*)It is expected that the company will consider, in the management related to climate change, the "physical" aspects (floods, landslides, droughts, desertification, etc.) and/or the aspects of "transition" to a new low-carbon economy (use of new technologies, decarbonization of investment portfolios, etc.).

Question 2

	Yes	No	Explanation:
<p><i>During the fiscal year, has the company been subject to any investigation, community complaint, public controversy or been imposed any corrective measure, precautionary measure, fine or other sanction involving the violation of environmental regulations by it? (*)</i></p>		X	<p>In 2024, Credicorp was not named in any investigation, community complaint, or public controversy; it was also not the object of corrective or cautionary measures; fines; or any sanctions for any other violation of environmental norms.</p>

(*)It is expected that the company will consider in this point those investigations, community complaints, public controversies or corrective measures, precautionary measures, fines or other sanctions, which are linked to impacts of a material nature. In accordance with the definition of the Global Reporting Initiative, material aspects are understood as those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

a. If the answer to question 2 is yes, indicate the type of investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction involving the violation of environmental regulations to which the company has been subject during the fiscal year; as well as the status or situation of the same at the close of the fiscal year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine or other sanction	Status or situation

b. Indicate whether the company maintains in force any investigation, community complaint, public controversy, corrective measure, precautionary measure, fine or other sanction involving non-compliance with environmental regulations initiated in previous fiscal years, as well as the status or situation of the same at the end of the fiscal year:

Investigation, community complaint, public controversy corrective action, precautionary measure, fine or other sanction	Status or situation

Greenhouse Gas Emissions (GHG):

Question 3	Yes	No	Explanation:
<p><i>Does the company measure its GHG emissions (*)?</i></p>	X		<p>The 2024 GHG measurement for Credicorp includes the main subsidiaries of the group: BCP, Mibanco, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia and covers emissions under scope 1, scope 2 and emissions relative to material categories under scope 3, except for portfolio emissions. Prior to 2022, measurements were more limited in scope because they did not cover all the main subsidiaries (in previous years, BCP Bolivia and Mibanco Colombia were not measured and Pacifico Seguros was only partially measured); as such, past figures are not comparable with current metrics. The increase in emissions in 2023 was associated with an increase in thermal generation via the national</p>

		inter-connected electricity system and an uptick in movements between locations and business trips.
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(*)**Greenhouse Gases (GHG):** Gases in the atmosphere, of natural or human origin, capable of trapping the sun's energy in the atmosphere, causing it to heat up (Law No. 30754, Framework Law on Climate Change, or regulation that replaces or modifies it).

a. If the answer to question 3 is yes, please specify:

Name of the document	Information required
If the company has a certification, report from a third party evidencing the measurement of total GHG emissions (*), indicate its name, date of issue and whether it is in force at the end of the fiscal year.	Yes, Credicorp's GHG measurement is audited by an independent third party. The declaration of the Carbon Footprint for 2024 will be published in 2025.
If the company has an internally developed platform, tool or standard for measuring total GHG emissions (*), indicate the name of the platform, its implementation date and, if applicable, the last update.	No, the measurement of the greenhouse gas inventory is outsourced.

(*)The total GHG emissions generated by a company are referred to as corporate carbon footprint.

b. If the answer to question 3 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal year	Total GHG Emissions (MT CO ₂ e)		
	Scope 1 (*)	Scope 2 (**)	Scope 3 (***)
2022	2,065.28	16,078.63	25,322.31
2023	2,322.56	16,859.96	25,714.73
2024	5,040.84	12,860.62	27,590.13

(*) **Scope 1:** GHG emissions that are directly generated by the company. For example, emissions from combustion in boilers, furnaces, vehicles, etc.

(*) **Scope 2:** GHG emissions indirectly generated by the company's energy use.

Question 4

Yes	No	Explanation:
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<p><i>Does the company have objectives or targets to reduce GHG emissions?</i></p>	X	<p>Credicorp is committed to reducing its net greenhouse emissions 10% a year at its own operations (not including portfolio emissions), using 2022 as the base year and 2023 as the target year for carbon neutrality . This objective is to contribute to the global goal of limiting the increase in temperature to 1.5°C above pre-industrial levels.</p>
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a. If the answer to question 4 is yes, please indicate the name of the document supporting the company's GHG emission reduction objectives or targets, the date of approval of the objectives or targets and the year in which they have been applied:

Name of the document	Date of approval	Year of implementation
Credicorp Environmental Policy	4/11/2024	2021

b. If the answer to question 4 is yes, please specify:

	Yes	No	Explanation:
<p><i>Have these reduction objectives or targets been approved by the Board of Directors?</i></p>	X		<p>The policy was approved at the Board session held on November 25, 2021 and was recently updated on November 04, 2024.</p>

Water:

Question 5

	Yes	No	Explanation:
<p><i>Does the company measure its water consumption (in m3) in all its activities?</i></p>	X		<p>The measurement of Credicorp's water consumption includes the group's main subsidiaries: BCP, Mibanco, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Prior to 2022, the scope of measurements was more limited given that not all the main subsidiaries were covered (in previous years, neither BCP Bolivia or Mibanco Colombia were included and only partial measurements were conducted for Pacifico Seguros); as such, the current metrics are not comparable.</p>

If the answer to question 5 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal year	Total Water Consumption (m ³)
2022	632,801
2023	653,847
2024	523,393

Question 6	Yes	No	Explanation:
Does the company measure its water footprint (*)?		X	Credicorp's Carbon Footprint Measurement only calculates direct water consumption (extraction), which is billed through the Water Supply Service (Empresa Prestadora de Servicios). As a financial institution, we do not engage in productive processes that require intensive water use.

(*)**Water Footprint:** Indicator that defines the total volume of water used and impacts caused by the production of goods and services. Direct and indirect water consumption is considered throughout the production process, including the different stages in the supply chain ("Rule that Promotes the Measurement and Voluntary Reduction of the Water Footprint and Shared Value in Watersheds" - Chief Executive Resolution No. 023-2020-ANA, or rule that replaces or modifies it).

If the answer to question 6 is yes, please specify:

Water footprint measurement	Information required
If the company has a certification, report from a third party evidencing the measurement of its water footprint, indicate its name, date of issue and whether it is in force at the end of the fiscal year.	
If the company has an internally developed platform, tool or standard for measuring its water footprint, indicate its name, its implementation date and, if applicable, the last update.	

Question 7	Yes	No	Explanation:
Does the company have objectives or goals to reduce its water consumption?		X	Credicorp's subsidiaries use efficient technologies that contribute to responsible use of water at its branches and offices. Additionally, some HC reduction initiatives include measurements of efficient water consumption.

a. If the answer to question 7 is yes, please indicate the name of the document showing the company's water consumption reduction objectives or goals adopted, the date of approval and the year since it has been implemented:

Name of the document	Date of approval	Year of implementation

b. If the answer to question 7 is yes, please specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>			

Question 8

	Yes	No	Explanation:
<i>Does the company control the quality of its effluents (*)?</i>		X	Credicorp and its subsidiaries receive water supplies from water supply services and discharge effluents through the sewage systems run by said services.

(*)Effluent: Direct discharge of wastewater into the environment, whose concentration of pollutants must comply with the Maximum Permissible Limits (MPL) ruled by Peruvian law. Wastewater refers to those whose characteristics have been modified by anthropogenic activities, require prior treatment and can be discharged into a natural body of water or be reused (Glossary of Terms for Peruvian Environmental Management, General Directorate of Environmental Management Policies, Standards and Instruments, 2012, Ministry of Environment - MINAM).

If the answer to question 8 is yes, indicate the name of the document that evidences the effluent control:

Name of the document

Energy:

Question 9

	Yes	No	Explanation:
<i>Does the company measure its energy consumption (in kWh)?</i>	X		The 2024 measurement of energy consumption at Credicorp included the group's main subsidiaries BCP, Mibanco, Prima AFP, Pacífico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Prior to 2022, measurements were more limited in scope because not all the main subsidiaries were included (in previous years, neither BCP Bolivia nor Mibanco Colombia were measured and only partial measurements were conducted at Pacífico Seguros); as such, the figures are not comparable with current metrics.

If the answer to question 9 is yes, please provide the following information for the last three (3) fiscal years:

Fiscal year	Total Energy Consumption (kWh)
2022	78,355,110
2023	72,566,770
2024	72,897,320

Question 10

	Yes	No	Explanation:
<i>Does the company have objectives or goals to reduce its energy consumption?</i>		X	In 2022, the subsidiaries began developing their Environmental Management Plans; one of the thematic axes is energy consumption. Although no specific target has been set for energy consumption, many of the LC reduction initiatives to reduce our HC consumption focus on energy efficiency and renewable energy. For more details, please review our Sustainability Report.

a. If the answer to question 10 is yes, please indicate the name of the document showing the reduction targets adopted by the company, the date of approval and the year since it has been implemented:

Name of the document	Date of approval	Year of implementation

b. If the answer to question 10 is yes, please specify:

	Yes	No	Explanation:
<i>Have these reduction objectives or targets been approved by the Board of Directors?</i>			

Question 11

Yes	No	Explanation:
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Does the company measure the solid waste it generates (in tons)?	X	The 2024 measurement of Credicorp's solid wastes includes the group's main subsidiaries: BCP, Mibanco, Prima AFP, Pacifico Seguros, Credicorp Capital, Mibanco Colombia and BCP Bolivia. Prior to 2022, measurements were more limited in scope because not all the main subsidiaries were included (in previous years, neither BCP Bolivia nor Mibanco Colombia were measured and only partial measurements were conducted at Pacifico Seguros); as such, the figures are not comparable with current metrics.
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If the answer to question 11 is yes, please provide the following information for the last three fiscal years:

Fiscal year	Hazardous solid waste (MT) (*)	Non-hazardous solid waste (MT)(**)	Total solid waste (MT)
2022	0	1,367.53	1,367.53
2023	0	1,157.14	1,157.14
2024	1.02	1,072.20	1,073.22

(*) **Hazardous solid waste:** Hazardous solid wastes are considered those referred to in Annex III of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integrated Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or rule that supersedes or amends it.

(**) **Non-hazardous solid waste:** Non-hazardous solid wastes are considered to be those referred to in Annex V of the Regulations of Legislative Decree No. 1278, Legislative Decree approving the Law on Integrated Solid Waste Management, approved by Supreme Decree No. 014-2017-MINAM, or rule that supersedes or amends it.

Question 12	Yes	No	Explanation:
Does the company have objectives or goals to manage (reduce, recycle or reuse) its solid waste?		X	Credicorp and its subsidiaries measure and manage their solid wastes mainly at branches and offices to prevent inadequate disposal. Nevertheless, to date, no reduction targets or goals have been set. Some of the HC initiatives include measures to reduce solid waste generation, such as digitalizing documents and reducing paper consumption. For more details, consult the Sustainability Report.

a. If the answer to question 12 is yes, indicate the name of the document evidencing the solid waste management objectives adopted by the company, the date of approval and the year since it has been implemented.

Name of the document	Date of approval	Year of implementation
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b. If the answer to question 12 is yes, please specify:

	Yes	No	Explanation:
<i>Have these reduction targets been approved by the Board of Directors?</i>			

II. SOCIAL

Stakeholders:

Question 13	Yes	No	Explanation:
<p><i>Has the company identified the risks and opportunities in relation to its stakeholders (such as, for example, employees, suppliers, shareholders, investors, authorities, customers, community, among others)?</i></p>	x		<p>Credicorp maintains long-term relations with its stakeholders and seeks to compile recurrent and structured information on their needs, concerns and expectations of Credicorp and its subsidiaries (as applicable). Notwithstanding this on-going relation, an in-depth materiality analysis is conducted every 2 years through studies, interviews, surveys, and other instruments. The information obtained is used as an input to update, build and review the sustainability strategy. It is important to note that although different areas of Credicorp and its subsidiaries lead relations with each stakeholder, all these agents must coordinate efforts to gather the aforementioned information with the Sustainability Office so that a materiality analysis can be conducted. Credicorp's main stakeholders are</p> <ul style="list-style-type: none"> a) Employees b) Clients c) Investors and shareholders d) Government and regulators e) Suppliers f) Community g) Media h) Public Opinion

a. If the answer to question 13 is yes, please specify:

Yes	No	Explanation:
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<p><i>Do you have an action plan to manage risks and opportunities in relation to your stakeholders?</i></p>	x	<p>The Sustainability Strategy provides the parameters for our stakeholders relations. Each of the teams in charge of the relation with different stakeholders develops a plan of action based on its company's annual sustainability strategy and plan; on Credicorp's Sustainability Policy, which establishes the general principles to cultivate relations with said stakeholders; and the inputs obtained for the materiality analysis conducted every 2 years. For more information, please review the Sustainability Policy.</p>
<p><i>Does the company have a report evaluating the results of its action plan and has it been brought to the attention of the Board of Directors?</i></p>	x	<p>The advances and annual results of the sustainability strategy are presented to the Board's Sustainability Committee and Management Committee and are summarized in the Annual Sustainability Report, which is approved by Credicorp's Board. At some subsidiaries, objectives identified through the Objective Key Results (OKR) Methodology are incorporated in performance matrixes for teams and management, which are approved by the Board. Specific plans on some fronts (Employees or Client Experience, for example), are presented according to the corresponding governance scheme.</p>
<p><i>Do you publicly report your action plan and progress in relation to your stakeholders?</i></p>	x	<p>Some of the initiatives to manage our stakeholders are described in our Sustainability Report 2024. This year, an in-depth analysis of materiality was conducted that included dialogue with our stakeholders via interviews, surveys, and other instruments.</p>

b. If the answer to question 13 is yes, indicate the name of the document that evidences the company's action plan in relation to its stakeholders:

Name of the document

Question 14

Yes	No	Explanation:
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<p><i>During the fiscal year, has the company had any controversy or material conflict (*) with any of its stakeholders, including the social conflicts contained in the Social Conflicts Report of the Ombudsman's Office (**) and the Willaqniki Report on social conflicts issued by the Presidency of the Council of Ministers (***)?</i></p>		x	<p>Credicorp did not had any controversy or material conflict with any of its stakeholders during 2024.</p>
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(*)According to the definition of the Global Reporting Initiative, materials are defined as those aspects that reflect significant economic, environmental and social impacts of the organization or substantially influence the assessments and decisions of stakeholders.

(**)A "social conflict" should be understood as "a complex process in which sectors of society, the State and companies perceive that their objectives, interests, values or needs are contradictory and that contradiction may lead to violence." Source: Office for the Prevention of Social Conflicts and Governance of the Ombudsman's Office of Peru. Social Conflicts Report No. 186 (August-2019), Lima, 2019, p. 3.

(***)"Social conflict" is defined as "a dynamic process in which two or more social actors perceive that their interests are in conflict, generally over the fiscal year of a fundamental right or access to goods and services, adopting actions that may constitute a risk or threat to governance and/or public order. As a social process it can escalate into scenarios of violence between the parties involved, meriting the articulated intervention of the State, civil society and the productive sectors. Social conflicts are addressed when the demands that generate them are within Government policies and their guidelines." Source: Secretariat for Social Management and Dialogue of the Presidency of the Council of Ministers. ABC of the Secretariat of Social Management and Dialogue. Lima, 2018, p.3.

If the answer to question 14 is yes, indicate the material controversy or conflict with any of your stakeholders; the status or situation thereof and the year in which such controversy or conflict began:

Controversy or conflict	Status or situation	Starting year

Question 15	Yes	No	Explanation:
<p><i>Does the company include environmental, social and corporate governance (ESG) aspects in its criteria for purchasing and/or selecting suppliers of goods and/or services?</i></p>	x		<p>Stakeholder relations are governed by our Sustainability Policy, which promotes a dynamic ecosystem and good business practices. Prior to hiring or awarding contracts, we review different platforms to identify if the company or individual has negative matches or indications of corruption, money laundering, criminal complaints, investigations, among others. If something negative is detected, the case is sent to Compliance, which assesses the incident identified and determines if the candidate/company is considered apt and negotiations can begin. The procurement process is followed by an approval process for BCP suppliers, which applies to domiciled suppliers whose annual billing exceeds USD 100,000 and have contract periods exceeding 1 year. This assessment evaluates aspects of sustainability through a questionnaire</p>

			applied by an external company, which contains questions related to compliance with standards for formality, labor and occupational safety and health. For more information, please see the Annual and Sustainability Report 2024.
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If the answer to question 15 is yes, indicate the name of the document that evidences the inclusion of ESG aspects in the criteria for the purchase and/or selection of suppliers of goods and/or services:

Name of the document
Part of the award contract (annex) includes the supplier's code of conduct. This document is not public but provides guidelines for our suppliers to ensure they comply with laws and high ESG standards. The topics covered in this annex include: Human Rights, Environment, Social Responsibility, Conflicts of Interest, Confidential Information, Information Privacy, Anti-corruption and Bribery, Free Competition, Occupational Safety and Health, among others.

Labor Rights:

Question 16	Yes	No	Explanation:
<i>Does the company have a labor policy?</i>	x		

a. If the answer to question 16 is yes, please specify:

	Yes	No	Explanation:
<i>Has this labor policy been approved by the Board of Directors?</i>	x		We have internal policies that specifically address the main labor issues. These policies are approved by the corresponding Management Areas. For example, the Internal Workplace Rules, the Corporate Ethics and Conduct Policy, and the Prevention of and Sanctions for Sexual Harassment. Additionally, we adhere to the UN Global Pact and are committed to preventing all violations of human and labor rights.
<i>Does the company have a report evaluating the results of its labor policy and has it been made known to the Board of Directors?</i>		x	We present a report on judicial processes, inspections and union matters to General Management every semester.

b. If the answer to question 16 is yes, please indicate whether such labor policy includes and/or promotes, as appropriate, the following issues; as well as specify the name of the document evidencing its adoption, date of approval and the year since it has been in effect:

	Yes	No	Name of the document	Date of approval	Year since it has been implemented
a. <i>Equality and non-discrimination.</i>	x		Credicorp's Sustainability Strategy (replaces Policy for	29/04/2022	2022

			Stakeholder Relations, approved and in effect from 2014 to 2022)		
<i>b. Diversity.</i>	X		Credicorp's Sustainability Strategy (replaces Policy for Stakeholder Relations, approved and in effect from 2014 to 2022)	29/04/2022	2022
<i>c. Sexual harassment Prevention(*).</i>	X		Code of Ethics (approved in 2022) Sustainability Policy (2022) / Equity Policy (updated in 2024, formerly the Gender Equity Policy, published in 2022).	8/10/2020	2022
<i>d. Prevention of harassment and sexual harassment offenses (**).</i>	X		Code of Ethics (approved in 2022) Sustainability Policy (2022) / Equity Policy (updated in 2024, formerly the Gender Equity Policy, published in 2022).	14/05/2020	2022
<i>e. Freedom of association and collective bargaining.</i>	X		Corporate Policy for Labor Relations	8/08/2024	2024
<i>f. Eradication of forced labor.</i>	X		Human Rights Policy	2/09/2022	2022
<i>g. Eradication of child labor.</i>	X		Human Rights Policy	2/09/2022	2022

(*) Take into consideration the scope of Law No. 27942.

(**)Take into consideration the scope of Articles 151-A and 176-B of the Penal Code, respectively.

c. Indicate the number of men and women within the organization and the percentage they represent of the total number of employees.

Employees	Number	Percentage of total employees
Women	20916	54.1
Men	17760	45.9
Total	38676	100.00

Question 17	Yes	No	Explanation:
<i>During the fiscal year, has the company been subject to investigation or been imposed any corrective action, precautionary measure, fine or other sanction related to non-compliance with labor, health and safety, forced labor or child labor standards?</i>		X	We have not been fined or sanctioned for any incidences of forced or child labor, but in 2024 SUNAFIL, the Workplace Authority, conducted inspections both in Lima and the provinces to review labor norms and occupational safety and health issues, regarding calculation and/or payment of social benefits; compliance with labor obligations; among others. These inspections were not material given they are related to claims filed regarding specific benefit calculations or entail reviews of workplace formalities.

a. If the answer to question 17 is yes, indicate the type of investigation, corrective measure, precautionary measure, fine or other sanction to which the company has been subject during the fiscal year related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, corrective action, precautionary measure, fine or other sanction	Status or situation
In all cases, these have been labor inspections and fines by the Labor Authority (SUNAFIL), which refer to various matters and are initiated ex officio or due to a third-party complaint (employee, former employee, or labor union). No inspection or fine has referred to issues of forced labor or child labor.	The indicated inspections correspond to moderate risks with stable trends. Some of the inspections were closed without observation and fine, others are still under review by the Authority, and others have already been paid.

b. Indicate whether the company maintains in force investigations, corrective measures, precautionary measures, fines or other sanctions from previous fiscal years related to non-compliance with labor, health and safety, forced labor or child labor standards; as well as the status or situation of the same at the close of the fiscal year:

Investigation, corrective action, precautionary measure, fine or other sanction	Status or situation
Yes, we also have inspections from previous years related to labor regulations, specifically regarding the calculation and/or payment of social benefits, compliance with labor obligations, among others.	The indicated inspections correspond to moderate risks with stable trends. Some of the inspections were closed without observation and fine, others are still under review by the Authority, and others have already been paid.

Question 18	Yes	No	Explanation:
<i>Does the company perform an annual assessment of its compliance or observance of Occupational Health and Safety standards?</i>	X		Credicorp fulfills the Policy for legal requirements and other requirements of the System for Occupational Safety and Health Management; the organization's compliance with legal requirements is evaluated through audits of the System for Occupational Safety and Health Management, which are performed every year by an independent party.

Question 19	Yes	No	Explanation:
<i>Does the company keep a record of occupational accidents?</i>	X		Yes. Credicorp complies with its Internal Policy to Investigate Occupational incidents, accidents and illnesses and uses the following registries: <ul style="list-style-type: none"> • Occupational Safety and Health Statistics. • Investigation of workplace accidents.

If the answer to question 19 is yes, indicate the following information corresponding to occupational accidents (*) of direct employees (***) and hired employees (***) of the company in the last three (3) fiscal years:

Indicator	Fiscal year	(Fiscal year – 1)	(Fiscal year – 2)
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<i>Fiscal year</i>	2024	2023	2022
<i>N° of Direct Employees</i>	33,184	31,689	32,871
<i>Total Hours worked by all direct employees during the year</i>	65,552,479	64,117,052	62,495,358
<i>N° of Minor Accidents (Direct Employees)</i>	18	21	16
<i>No. of Lost Time Injuries (Direct Employees)</i>	81	81	93
<i>No. of Fatal Accidents (Direct Employees)</i>	0	0	0

Indicator	Fiscal year	(Fiscal year – 1)	(Fiscal year – 2)
<i>Fiscal year</i>	2024	2023	2022
<i>N° of employees hired</i>	0	0	0
<i>Total hours worked by all hired employees during the fiscal year</i>	0	0	0
<i>N° of Minor Accidents (Hired employees)</i>	0	0	0
<i>No. of Lost Time Injuries (Hired employees)</i>	0	0	0
<i>No. of Fatal Accidents (Hired employees)</i>	0	0	0

(*)Mild Accident: Event whose injury, as a result of the medical evaluation, generates a short rest for the injured party, with a maximum return to normal work the following day.

Disabling Accident: Event whose injury, as a result of medical evaluation, results in time off, excused absence from work and treatment.

Fatal Accident: Event whose injuries result in the death of the worker.

Source: Glossary of Terms of the Regulations of Law No. 29783 - Occupational Safety and Health Law, Supreme Decree No. 005-2012-TR or regulation that replaces or modifies it.

(**)Direct employees are considered to be all those who are directly linked to the company through any type of contract.

(***)Hired employees are considered to be all those who perform outsourced activities.

Question 20	Yes	No	Explanation:
<i>Does the company measure its work climate?</i>	X		Credicorp's subsidiaries measure their workplace climate on an annual basis.

a. If the answer to question 20 is yes, please specify:

Yes	No	Explanation:

Does the company have objectives or goals to improve its work climate?	X	Each subsidiary manages its own internal objectives and targets for the workplace climate.
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b. If you have indicated that you have objectives or goals to improve your work environment, please indicate the name of the document in which these objectives are evidenced, the date of approval and the year since it has been implemented:

Name of the document	Date of approval	Year since it has been implemented

Question 21

	Yes	No	Explanation:
Does the company have a talent management policy for its employees?	X		In its Sustainability Policy, Credicorp assumes a commitment to identify and retain talent by developing their abilities to take on new challenges.

a. If the answer to question 21 is yes, indicate the name of the document that supports the talent management policy for your employees:

Name of the document
Credicorp Sustainability Policy

b. If the answer to question 21 is yes, please specify:

	Yes	No	Explanation:
Has such talent management policy been approved by the Board of Directors?	X		Credicorp's Board approved the aforementioned policy (which replaces Credicorp's Policy for Stakeholder Relations, approved in 2014) on April 28, 2022.

Question 22

	Yes	No	Explanation:
Does the company have procedures to identify and sanction sexual harassment and workplace hostility? (*)	X		Complaints can be made through the corresponding channels, for example, through Alerta GenÉTICA, and follow a process that has been established for this purpose. Details of this process can be found in the sustainability report and are also included in the Policy to Prevent and Sanction Sexual Harassment.

(*)Take into consideration the scope given by Law No. 27942 to sexual harassment and by Supreme Decree No. 003-97-TR to labor hostility or norm that supersedes or modifies it.

If the answer to question 22 is yes, indicate the name of the company document that supports the procedures to prevent sexual harassment and hostility in the workplace:

Name of the document

Corporate Ethics and Conduct Policy
 Gender Equity Policy
 Prevention and Punishment of Sexual Harassment

Human Rights:

Question 23	Yes	No	Explanation:
<i>Does the company have an internal and external policy or management system that includes a grievance/complaint channel to address human rights impacts?</i>	x		Yes. The Alerta GenÉtica system can be found on Credicorp's web page (https://grupocredicorp.com/alerta-genetica/) and is available round-the-clock. Through this platform, whistleblowers can lodge complaints about acts of corruption, hostility in the workplace, discrimination, inadequate use of privileged information, violations of human rights and other acts that go against the code of ethics. Complaints can be levied anonymously through this channel or through our Whatsapp channel and the Alerta GenÉtica email. These channels are not just for complaints; they can also be used for consultation purposes.
<i>Does the company record and respond, within a specified period of time, to the results of the investigations derived from the complaints referred to in the preceding question?</i>	x		The subsidiaries register and respond, within a specific period, any complaints received through the available mechanisms and in accordance with the procedures established for this purpose.

a. If the answer to question 23 is yes, indicate the name of the document evidencing the internal and external management policy or system adopted by the company, the date of issue and the year since its implementation:

Name of the document	Date of issue	Year of implementation
Credicorp Alerta GenÉtica System Corporate Policy	1/06/2022	2022

b. If the answer to question 23 is yes, please specify:

	Yes	No	Explanation:
<i>Does the company have a report assessing the results of its internal and external policy or management system to remedy human rights impacts?</i>		x	Although we do not have a report that evaluates these results, we have established 32 prioritized actions that are implemented at BCP through existing initiatives- some of which are corporate- in 4 ambits of action: governance, employees, clients and suppliers.

			For more details, review Sustainability Report 2024.
<i>Does the company have an organization-wide human rights training plan?</i>		X	We are aware that the Human Rights' focus must be accompanied by a culture plan that helps reinforce key concepts in areas of risk. In 2024, we began implementing a corporate culture plan to consolidate the focus on Human Rights within the workforce. Under this plan, employees are educated about the efforts we have been making as an organization and are encouraged to incorporate the lessons learned in their work. The plan also includes relevant suppliers, key clients and national as well as international opinion leaders. On the supplier front, we have included training on Ethics and Compliance, focusing specifically on providing general education on Human Rights and on financial crimes associated with Human Rights Violations.

III. ADDITIONAL INFORMATION

Question 24	Yes	No	Explanation:
<i>Does the company have an international Corporate Sustainability certification?</i>	X		Credicorp es evaluada por agencias de calificación externa independientes; cuenta a la fecha con un puntaje de AA correspondiente a "líder" en su desempeño 2024 por parte de MSCI y con un puntaje de 20.3 (Medium Risk) de Sustainalytics.

If the answer to question 24 is yes, please indicate the certification that the company has and indicate the web link where it can be validated.

International Certification	Web link
MSCI ESG Rating 2022	https://www.msci.com/our-solutions/esg-investing/esg-ratings-climate-search-tool/issuer/credicorp-ltd/IID000000002132433 https://www.sustainalytics.com/esg-rating/credicorp-ltd/1008275058

Question 25	Yes	No	Explanation:

Does the company have a Corporate Sustainability Report other than this report?	x	Credicorp Annual Report and Sustainability Report 2024.
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If the answer to question 25 is yes, please indicate the name of the report and the web link through which the latest available report can be accessed:

Name of the Report	Web link
Credicorp Annual Report and Sustainability Report 2024	https://credicorp.gcs-web.com/annual-materials